

REPLACEMENT POLICY - VOL. 31, NO. 1

3220 - STAFF EVALUATION OF PROFESSIONAL STAFF TEACHERS

~~The South-Western City Board of Education believes it is the responsibility of administrators to make continuous evaluation of the performance of teaching personnel for the purpose of providing a sound basis for personnel improvement and evaluation of personnel effectiveness.~~

~~The Superintendent will develop and implement a program for the evaluation of teachers in accordance with the negotiated agreement. This evaluation should serve to identify personnel strengths and limitations through use of an accepted evaluation form.~~

~~CONTRACT REF.: South-Western Education Association (SWEA) Negotiated Agreement~~

~~R.C. 3319.02, 3319.11, 3319.111~~

~~A.C. 3301-35-03(A)~~

~~Adopted 10/9/89~~

The Board of Education through the powers derived from the Ohio Revised Code, is responsible for the employment and discharge of all personnel. To assist in the facilitation of this responsibility, a standards-based teacher evaluation program which conforms to the framework for evaluation of teachers as approved by the State Board of Education shall be implemented as set forth herein.

This policy has been developed in consultation with teachers employed by the Board.

Implementation of this policy shall be in accordance with Ohio Revised Code, Ohio Administrative Code and the SWEA Negotiated Agreement.

Each teacher will be evaluated using factors from the following categories (as weighted):

A. Student Growth Measures (50%).

For the purpose of this policy, “student growth” means the change in student achievement for an individual student between two or more points in time.

This component of the evaluation includes, where available, one or more of the following: 1) Teacher-level Value-Added Data (or alternative student academic progress measures if adopted by ODE); 2) ODE-approved Assessments; and/or 3) Locally-determined Measures; in accordance with state law and State Board of Education requirements.

In calculating student academic growth for an evaluation, certain students shall be excluded pursuant to state law and regulation.

B. Teacher Performance (50%).

The teacher performance measure is based on the Ohio Standards for the Teaching Profession. The Superintendent/designee selects/develops evaluation tools to calculate teacher performance in consultation with teachers. The Board directs the Superintendent/designee to develop procedures for these evaluation tools.

Each evaluation will consist of at least two (2) formal observations of the teacher at least thirty (30) minutes each in duration, as well as classroom walkthroughs, except as otherwise provided by statute and this policy.

Each teacher shall be evaluated at least once each school year, except as otherwise provided by statute and this policy. The evaluation will be completed no later than May 1st and each teacher will be provided a written report of the results of his/her evaluation no later than May 10th.

Each teacher will be assigned an effectiveness rating in accordance with the State Board of Education framework at the conclusion of the evaluation process.

Observations of Limited/Extended Limited Contract Teacher Under Consideration for Non-Renewal

Each teacher on a limited contract or extended limited contract who is under consideration for nonrenewal shall have at least three (3) formal observations.

“Accomplished” Rated Teacher – Option for Biennial Evaluation

The Board may elect, by adoption of a resolution, to evaluate each teacher who received a rating of accomplished on the teacher’s most recent evaluation, conducted in accordance with this policy, once every two school years. In that case, the biennial evaluation shall be completed by the first day of May of the applicable school year, and the teacher shall receive a written report of the results of the evaluation by the tenth day of May of that school year.

Retention and Promotion Decisions

The Board shall use the evaluation results to make retention and promotion decisions.

Seniority shall not be the basis for a decision to retain a teacher, except when making a decision between teachers who have comparable evaluations.

Removal of Poorly Performing Teachers

The Board shall use the evaluation results in making decisions to remove poorly performing teachers.

Professional Development

Teachers shall develop professional growth plans and/or improvement plans in accordance with the standards-based statewide teacher evaluation framework adopted by the State Board of Education.

The Board will provide professional development and growth opportunities in accordance with state law and regulations.

The Board will provide for the allocation of financial resources to support professional development to the extent required by state law and the State Board of Education evaluation framework.

Testing of Ineffective Teachers:

Effective with the 2015-2016 school year, each teacher in a core subject area who has received a rating of “ineffective” on the evaluations conducted under law and this policy for two of the three most recent school years must register for and take all written examinations as required by state law and regulations.

This policy does not apply to the Superintendent, administrators, teacher supplemental contracts, or teachers employed as substitutes or adult education instructors or to any person employed under a teacher license/certificate that spends less than fifty percent (50%) providing student instruction.

CONTRACT REF.: South-Western Education Association (SWEA) Negotiated Agreement

R.C. 3319.02, 3319.11, 3319.111, **3319.112, 3333.0411**
A.C. 3301-35-03(A)

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Revised:

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